

FACULTY SENATE STEERING COMMITTEE MEETING

OCTOBER 10, 2000 - FERGUSON - 3:30 PM

Uncorrected minutes

Present: Pat Bauch, Norm Baldwin, Steven MacCall, Bing Blewitt, Rob Ingram, Marcia Barrett, Bob Sigler, Wythe Holt, Bill Keel, Don DeSmet, Keith Woodbury, Deborah Martin, Dexter Gordon, Margaret Garner. Guests: Jim Otteson

Guest: Joanna Hutt, *Dialogue*.

Meeting was called to order by President Pat Bauch.

A motion was made by Wythe Holt and seconded to approve the September minutes.

The following University Standing Committee appointments were presented by Pat for approval:

- Bill Keel liaison switch from Parking and Traffic Regulations to Energy Management
- Bing Blewitt new liaison to Faculty Recreation University Standing Committee
- Marvin Johnson new liaison to International Education Committee
- Wythe Holt new liaison to Awards Committee.

President's Report - (*Pat Bauch*) "Mitch" Mitchell is giving a presentation on Impact of New Federal Technology Mandates in November. The Faculty Senate would like to have a representative at this presentation. Bill Keel volunteered to attend.

Rob Ingram suggested that Tom Strong be invited to update the Faculty Senate on the new portal system and Greek Rush evaluation. It was recommended that he be allowed to speak and limit his time to 10-15 minutes.

The College of Education is undergoing a re-organization (merging some programs and deleting some degrees). Some faculty members have complained to Pat that they are not being given sufficient overall information about the process and outcomes. Pat asked the Steering Committee if the Faculty Senate should address this issue. The Steering Committee felt that it should not address this issue because no one is losing their job nor is tenure threatened.

The Steering Committee suggested some wording changes in the Resolution on Periodic Review of Deans and Chairpersons. The resolution will go back to the committee for their approval on the wording changes. Following this approval, the Evaluation form and this resolution will be sent to the Provost with a cover memorandum.

A memorandum from Gene Marsh concerning Football Ticket Policy was distributed to everyone present.

Guest Presentation and Discussion - Jim Otteson, senator representing five faculty members, presented strong objections from those faculty members concerning the Anti-Racism Workshops. Their objections included: (1) They see these workshops as an attempt at indoctrination and considered this an affront to their academic and moral integrity; also that these workshops imply that all faculty members are racist. (2) They fear that this is the first step toward a speech and/or harassment code, and (3) they object to university money being spent to conduct these workshops. The Provost, at the request last year by then President Rob Ingram, set aside \$30,000 for Faculty Senate Diversity Initiatives. The request of the objecting faculty members is to have an open public forum to discuss whether to continue the workshops. They also suggested having well-known speakers involved in public debates. Discussion included the purpose of the workshops, which focuses on institutional racial structures and policy and does not focus on individual behavior; women and minority discrimination; and that the workshop helps each individual analyze themselves and their own views about racism. All faculty members were invited to the orientation workshop presented on October 1 by *Crossroads Ministry*, who will facilitate the future Anti-Racism Workshops.

Margaret endorsed having a town hall meeting with a good moderator to avoid inflaming those who would like to be involved. The point was made that if a town hall meeting was held, would those who are objecting show up? The approximately one hundred people, who attended the orientation workshop voted to continue the workshops. The consensus of the Steering Committee was that the objecting faculty members should be heard. Jim Otteson was asked to take back to these objecting faculty members the suggestion that they could request to speak before the Faculty Senate or meet with any member of the Faculty Senate, including the President, Vice President, or Secretary. The Faculty Senate will make every effort to accommodate any setting they might choose. Jim Otteson will report back to Pat.

Vice President's Report - (*Norm Baldwin*) Norm gave out copies of the report "Top Ten Faculty Senate Priorities." This was the result of a survey of Faculty Senators indicating priorities for the year. The three main issues were salaries, faculty governance, and teaching and technology. It was requested that the committees review these issues and select those that could be assumed by that committee.

Secretary's Report - (*Steven MacCall*) Steven has added links to the Faculty Senate web page for committee meeting dates and minutes. He reminded everyone to e-mail those to him for posting. The listserv for Deans has also been established. The President of the Faculty Senate will be in charge of any transmission to the Deans. The search for a dean for the College of Continuing Studies is almost complete with the selection to be made October 31. There were no internal candidates.

Committee Reports --

Financial Affairs - (*Keith Woodbury & Deborah Martin*) This committee presented a resolution concerning sweatshops. The discussion included the advantages and disadvantages of membership in the watchdog organizations Fair Labor Association (NIKE is a member of this organization) and WRC Labor organization. The advantage for workers is much greater in the WRC. The resolution commended Dr. Sorensen's actions on this matter. The supposed reason The University of Alabama chose to be a member of FLA is that at the time the decision was made, the WRC had very few members. It now has 57 colleges and 20 businesses as members. The Steering Committee would like to amend the resolution to make the point that The University of Alabama should be a member of the WRC. Keith will poll his committee members for approval of the recommendation for The University of Alabama to, at the appropriate time, become a member of the WRC, which supports a living wage for workers. Pat will pass this information to Dr. Sorensen when she presents the resolution.

The committee recommended that further investigation be conducted into equity adjustment. There is a lack of guidelines for the 1/2% reserved monies that the deans distribute. The concern is that many faculty do not know the manner in which these monies are distributed. At this time, all deans distribute at their own discretion. This issue will be brought to the Provost's attention and it will be recommended that this be discussed in the Dean's Council meeting.

Faculty Life Committee - (*Rob Ingram & Wythe Holt*) This committee will have resolutions prepared for the next meeting regarding the Faculty Handbook. The mentoring program is under discussion by this committee.

Rob Ingram presented the issue of the Diversity "Think Tank" organized by Sybil Todd. This committee was asked to come up with recommendations to address this issue. The committee presented sixteen recommendations to Sybil Todd. These items received very little discussion and the "Think Tank" group was dismissed. This information was forwarded to people on campus with no instructions as to the next step or actions to be taken. This is where this now stands. Pat talked to Sybil and Dr. Sorensen and the comments were that they did the job they were charged with but there has been no follow up at all. Pat suggested that this be brought to the students and ask if they would like to join the Faculty Senate in any of the recommendations. Wythe suggested that Pat write to each recipient of this information and ask what they intend to do about these issues.

Pat discussed with the Provost asking why a civil rights museum could not be included in the renovations of Foster Auditorium. The answers included no money and lack of space. Pat proposed that the issue of the museum and the memo from Sybil Todd be placed on the next agenda when the Steering Committee meets with the Provost. It was felt by the Steering Committee that funding could be secured for the museum.

Planning and Operations Committee - (*Marcia Barrett & Bill Keel*) This committee has agreed to move forward with the ACHE data issue. The first step by ACHE will be to collect teaching related data and the next step will be to approach service related data. The University administration does not seem to want to be involved, however, this will move forward and the opportunity for the University to have some input must be seized now. This will also be discussed again with the Provost.

Legislative Agenda Committee - (*Margaret Garner*) Five members of this committee met last Monday night with Rep. Tim Parker to get a sense of the budget playing field. They were told that the task for next year would be very tough. The feeling is that Paul Hubbert of the AEA will come back and ask for more money for K-12 from the Education Trust Fund. Our strength should come from a pool of alumni, students and faculty. Membership in HEP needs to increase and our activity needs to be more aggressive. Hubbert published "honorable" and "dishonorable" photos of the Legislators who voted for and against House Bill 204. A draft of activities and plans was given to each Steering Committee member. The University of Alabama is 44th in the nation in faculty salaries and 12th in our region.

Objections were voiced concerning Howard Hawks, Chair of the House Ways and Means Committee, HouseHhh speaking to the Faculty Senate. He will be addressing the Board of Trustees on November 17th. Margaret asked if the Steering Committee, on a volunteer basis, would rather have a breakfast and meet with Howard Hawks to discuss the performance-based budget situation. The Steering Committee approved and Norm Baldwin suggested that John Swain should be involved.

The Senate history written by Wythe Holt is now posted on the web. Pat asked the Steering Committee members to review it prior to the next meeting and to provide any comments to Wythe.

The Steering Committee suggested that the Faculty Senate not become involved in the ADA lawsuit but that the issue should be referred to a committee to be determined by Pat.

5:45 PM - Meeting adjourned